PMBP Curriculum Requirements Guide

Applying the principles of adult learning, requirements for learning vary depending on the culture of the organization and individual experiences and learning styles. There is no "one size fits all". General guidance can be provided, however, the specifics need to be developed by the organization (e.g., division, district, center, lab) undergoing the change. The specifics can be derived through a process of assessment to gain an understanding of where the organization is, and to identify aspects of its culture that will assist the change and those that will hinder it. From there, the specific focus areas for study and small group discussion can be developed leveraging and reinforcing "assisting" aspects of the culture and working to eliminate the hindrances.

The following is offered for use as a guide based on the minimum requirements the PMBP curriculum team estimates to be necessary to do the self-study and small group discussion for each course. *(**Note** that some of the times have been updated from previous versions you might have seen as we have gained experience with the curriculum and further developed some of the later courses).* A guide regarding course participants and an updated curriculum schedule are also provided.

PMBP CURRICULUM TRAINING TIME ESTIMATES

Course	%Trained	Completion Date Goal	Hours required (CD and SGD)
Intro/Courses 1,2 & 3 Why PMBP? Teams and Me Public Service and Me	100	4 QFY02 – 1 Q FY03	15
Courses 4 & 5 Organization, Teams & Me Quality & the PDT (**NOTE:** Feedback has been received from the field recommending these courses be taken by all Corps members)	60	2Q FY 03	10
Course 6 Working in the PDT • Module 1 • Remaining modules • **Additional:** BP/P2 detail (Formal Training: "Hands-on" P2 Training) **** 　○ Executive 　○ Managers 　○ PMBP PDT workforce 　○ PMs/System administrators/ Budget analysts **Total range:**	 90 60 (% trained reduces with increasing level of detail depending on need)	FY 03 (Begin in 2Q) Modules 1&2: 2Q Modules 3-6: 2-4Q FY03 depending on schedule for deployment of P2 Integrate with small group discussion	 2 7 2 4-6 16-24 24-40 2-50
Course 7 Success, the PDT &Me	60	FY 03	5
Course 8 Your Call to Action	100	FY 03	2

*** **Plan for Course 6 is to make Modules 1 (Introduction) and 2 (BP and Projects) available in early 2Q FY03 to support the business process manual – pre-deployment of P2. In this way, Corps members can learn the business processes, begin applying them, putting into practice the key principles of the manual (e.g. planning, lessons learned, etc.) before the enabling tool - P2 comes. Having these modules available may also facilitate development of local procedures.**

At the same time, divisions/districts/centers/labs would be assessing what type of additional training they think they will need to prepare for P2 - before it arrives. Then about 30 days (or more - depending on the results of the assessment) before it is deployed, the more intense training would start at that district/division, etc. Specific "hands-on" P2 training is being developed. Additional details are forthcoming. Refer also to the discussion of Course 6 in Course Purposes, Learning Goals, and Content Overview in this deployment kit. Modules 3-6 of Course 6 are planned for delivery in 2-4Q FY03. A guide for getting ready for P2 is currently begin prepared and will be provided in the near future.

Recommended Participants for PMBP Curriculum by Course

Participants	Intro and Course 1	2	3	4	5	6	7	8
HQs/MSC/District Senior Leaders	X	X	X	X	X	X	X	X
HQs/MSC/District Branch Chiefs	X	X	X	X	X	X	X	X
HQs/MSC/District Section Chiefs and Team leaders	X	X	X	X	X	X	X	X
HQs/MSC/District Program/Project Managers	X	X	X	X	X	X	X	X
HQs/MSC/District G&A Staff (non-project related)	X	X	X	*	*	*	*	X
HQs/MSC/District Technical Team Members	X	X	X	X	X	X	X	X
Overhead staff in Technical Elements	X	X	X	*	*	*	*	X
Rangers/Lockmasters/Area Managers	X	X	X	*	*	*	*	X
Area Engineers/Resident Engineers/Construction Supervisors	X	X	X	X	X	X	X	X
Mechanics and other Trades & Craft Personnel in Operations	X	X	X					X
Construction Office Field Personnel	X	X	X	X	X	X	X	X
HQs/MSC/Project-related G&A Staff	X	X	X	X	X	X	X	X

X Recommended that all modules be taken for that course.

* Recommended that at least CD Module 1 of each of these courses be taken. (**Note**: Feedback has been received from the field recommending all Corps team members take courses 4 and 5).

 NOTE: These recommendations are based on level for which courses were designed and are provided as a guideline. Each Corps organization will need to develop a specific plan for curriculum deployment.

Curriculum Schedule
December 02

Course	Delivery Schedule
Introduction/1-Why PMBP?	April – June 02
2-Teams and Me	August 02
3-Public Service & Me	August 02
4-Organization, Teams & Me	October 02
5-Quality & the PDT	October 02
6-Working in the PDT (Modules 1&2)	February 03
6-Working in the PDT (Modules 3-6)	2-4Q FY03
6- Formal "hands-on" P2 training	➢ 2Q FY03 (for IOC) ➢ As P2 is deployed Corpswide
7-Success, the PDT & Me	4Q FY03
8-The Call to Action	4Q FY03